

WHERE TO GO FOR HELP IN USAG-AK

Supervisor

If you have a workplace issue, the first step is to talk to your supervisor. If the issue is between you and your direct supervisor, contact the next person in the chain of command.

Management's Rights - <http://cpol.army.mil/permis/411b.html>

Employee Rights – <http://cpol.army.mil/permis/411c.html>

Prohibited Personnel Practices –

<http://cpol.army.mil/library/permis/129.html>

Table of Penalties - <http://cpol.army.mil/library/permis/5a111.html>

Negotiated Grievance Procedures (Appropriated Funds)

An employee may go to the local Union regarding any employment matter.

The USAG-AK Union contacts are:

Fort Richardson, AFGE 1712, 384-0683

Fort Wainwright, AFGE 1834, 353-7299

Copy of Basic Labor Agreement - <https://intranet.ak.pac.army.mil/intranet/>

Administrative Grievance System – CPAC (Appropriated Funds)

The Administrative Grievance System applies to DA employees, including supervisors and managers, who are not covered by the negotiated grievance procedure. This system does not apply to employees who are members of a bargaining unit officially represented by a union.

Additionally, this system does not apply to Non-Appropriated Fund employees.

Admin. Grievance Procedure –

<http://cpol.army.mil/library/permis/5aa1.html>

The POC's are as follows:

Diana Snow – MEDDAC/DENTAC – all 3 posts; CRTC; NWTC, SMDC, 353-7201

Nancy Hamilton – DPW, DRM, CPAC – all 3 posts; Pacific Region CPOC, 384-7252

Marilyn Sesebiratne - DMWR, DOC, DPTSM, Office of the CG, CS, and GC, SJA, EEO, IRAC, Safety, Provost Marshall, CID – all 3 posts, 384-7241

Steve Janik – DOL, 59th Signal Bn, IG, AG, Protocol, MEPS, WSMR dy sta Fairbanks, and all other USARAK, USAG-AK, and tenanted activities not listed above – all 3 posts, 384-7248

Non-Appropriated Fund Employee Grievances

Non-Appropriated Fund employees who feel they have not been treated fairly and equitably have a right to present their grievances to management officials for prompt consideration and decision. The servicing CPAC/NAF-CPU will freely supply information on the grievance procedures, including information on the time limits. Information can be found in AR-215-3 -

http://docs.usapa.belvoir.army.mil/jw2/xmldemo/r215_3/cover.asp

NAF Information –

<http://cpol.army.mil/cgi-bin/permis/tree.cgi?MainSection=NAF>

Fort Wainwright, 353-7378

Fort Richardson, 384-3745

Equal Employment Opportunity Office

The Equal Employment Opportunity Office handles complaints of discrimination. If you are being treated differently, or your employment opportunities are being affected based on your race, color, national origin, sex, religion, age, disability, or reprisal for participation in an EEO matter, then EEO is the appropriate avenue of redress.

Website – <http://www.wainwright.army.mil/eoo/index.htm>

Mae Marsh, Fort Wainwright EEO Manager, 353-9063 or

mae.marsh@us.army.mil

Wanita Pressley, Fort Richardson EEO Specialist, 384-2080 or

wanita.pressley@us.army.mil

If you are not an Army employee or serviced by USAG-AK, below are other EEO offices to contact:

Defense Commissary Agency

Ms Aragon (916)569-4833/4838

AAFES

Anchorage

Linda Sparks 753-6145

Teresa Gabyres 753-4420

Pat Czajkowski 428-1248

Fairbanks

Kristin Yalch 356-1345

Rebecca Riser 372-1231

Army National Guard

CPT Antonio Suarez (907)428-6029

Private Sector

U. S. Dept of Labor/ESA OFCCP (206) 553-4508

Alaska State Commission for Human Rights
(907) 274-4692
TTY/TDD (907) 276-3177
Toll Free Line 800-478-4692
www.gov.state.ak.us/aschr/aschr.htm

Garrison Commander

For complaints of sexual harassment, civilian employees may contact and request an appointment with the Garrison Commander. The Commander will carry out an investigation in accordance with 10 USC, Section 1561. To the extent practicable, the investigation will be completed not later than 14 days after the date on which the investigation is commenced.

Fort Wainwright, 353-7660
Fort Richardson, 384-2280
USAG-AK, 384-2175

Office of Special Counsel

The Office of Special Counsel (OSC) is an independent federal investigative and prosecutorial agency. Their primary mission is to safeguard the merit system by protecting federal employees and applicants from prohibited personnel practices, especially reprisal for whistleblowing. OSC also serves as a safe and secure channel for federal workers who wish to disclose a specific danger (fraud, waste, abuse) to the public health and safety. Additionally, OSC processes complaints regarding discrimination based on sexual orientation.

OSC - www.osc.gov

Prohibited Personnel Practices – <http://cpol.army.mil/permis/129.html>

Sexual Orientation Policies – <http://cpol.army.mil/permis/5236.html>

Merit Systems Protection Board

You will be advised in writing when you have the right to appeal under MSPB. The Board is comprised of administrative law judges who hear and make ruling on employees' appeals on the following kinds of actions:

- Removals
- Suspensions of more than 14 days
- Reductions in grade or pay due to reclassification
- Furloughs of 30 days or less
- Performance-based removals or reductions in grade
- Denials of within-grade-increases
- Reduction-in-force actions
- OPM employment practices
- OPM determinations in retirement matters
- Denials of restoration or reemployment rights

- Termination of probationary employees under certain conditions.

MSPB Info - <http://cpol.army.mil/permis/422.html>

Web site: www.mspb.gov

Inspector General

The Army Inspector General is an extension of the eyes, ears, voice and conscience of the commander. The Inspector General is a personal staff officer providing the commander with a sounding board for sensitive issues.

Fort Richardson, 384-0323

Fort Wainwright, 353-6203

Commanding General's Open Door Policy

Look for Policy # 0-23 United States Army Alaska (USARAK)

Commanding General's Open Door Policy.

http://www.usarak.army.mil/USARAK_Pubs/Policies/CG_CofS_Policy_List.htm

USARAK Actionline

The Actionline exists to provide a channel to express your concerns and good ideas directly to the commanding general. Use the actionline for conflicts you cannot resolve through traditional means, for questions about how the command operates, or to offer your ideas on how to improve the organization. Your message will be taped and your chain of command will be consulted.

Actionline phone, 384-2677

Email, hotline@richardson.army.mil

Interactive Customer Evaluation (ICE)

Customer can rate service provided by organizations on post or lodge complaints on-line.

ICE – http://ice.disa.mil/index.cfm?fa+site&site_id=360

Employee Assistance Program (EAP)

This is a primary assessment and referral service for any problem an employee experiences on or off the job that has a negative impact on job performance or safety in the workplace. EAP can offer short-term counseling depending on the specifics.

Fort Wainwright, 353-1273

Fort Richardson, 384-1411

Army One Source

Army One Source offers you access to Army OneSource Online, where you can find help to cope with life's little -- and not so little -- issues.

www.armyonesource.com

Post Chaplain

The post chaplain is available for pastoral counseling. For an appointment contact:

Fort Wainwright, 353-9825

Fort Richardson, 384-1468

Workman's Compensation

Employees injured on the job should immediately complete a CA-1 and give to their employer. Additionally, there is CA-2 for illness. All associated claims are handled by the Workman's Comp Benefits Liaison

Pam Golden – 384-1350